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Relationship Building Practices

Handout Expressing Care Practices

Expressing Care Practices	I would like to use this practice more often or with more young people in the future
1. Ask young people to tell you about themselves and listen to their stories	
2. Learn young people's names as soon as possible after meeting them	
3. Take time to greet young people each day as they arrive in your school, class, or program. Systematically check in with different young people on a regular basis (not just the same ones every time).	
4. Look in young people's eyes when you talk to them. Focus on them when they are talking about things that matter to them. Put away your cell phone.	
5. Follow up with young people when you learn about what they are going through something, rather than waiting for them to bring it up again.	
6. Make time for lightness. Share in some humor, fun, and laughter amid the practical tasks. Smile.	
7. Ask follow-up questions so young people know you're interested and tracking.	
8. Strive to understand and show sensitivity to young people's feelings.	
9. Do what you say you will do, and keep your promises.	

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Expressing Care Practices	I would like to use this practice more often or with more young people in the future
10. Ask for more: When young people tell you about something they care about or show you something they have made or done, ask to know or see more about it. Go beyond nodding or saying "great job" to ask why they are interested in or proud of the work.	
11. When you notice that young people act differently, ask why.	
12. Show up at the events that matter in young people's lives, from competitions to concerts	
13. Find an interest that you have in common with them.	
14. Tell young people what you like about them.	

Challenging Growth Practices

Challenging Growth Practices	I would like to use this practice more often or with more young people in the future
1. When you *challenge growth,* also utilize another element of the Developmental Relationships Framework such as *express care* so the young person does not experience challenge as entirely negative	

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2. Be as specific as possible in giving feedback to young people. Describe what a young person did well and what was good about it. It can also help to contrast what you see with past examples as evidence of growth, particularly if the growth is important to the young person.	
3. Encourage future goals. Talk with young people about the things they look forward to or dream about.	
4. Help young people imagine their "future selves" by asking them to think and talk about what they want their lives to be like in the future. In addition to asking about jobs they would like to have and their plans for education after high school, ask them what they hope their families will be like in the future and what interests and causes they will care about.	
5. Expand young people's thinking by asking hard questions, providing alternate explanations, and encouraging openness to different opinions. This helps them expand their own thinking.	
6. Emphasize mistakes are a necessary part of growth and learning. Praise them for hard work and using good strategies, whether they succeed or fail.	
7. Expect young people to do their best, even when doing something they don't really like.	
8. Emphasize discovery, mastery, and self-improvement more so than doing better than others.	

Challenging Growth Practices	**I would like to use this practice more often or with more young people in the future**
9. Challenge young people to try things that are a little hard for them to do.	

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10. Set boundaries for young people that put and keep them on the right track and keep them safe	
11. Help young people understand that some problems take a long time to solve.	
12. Help young people think about why they might work hard in one area of their lives, such as at an extracurricular activity they are good at and care about, and not in others, such as at school. Help them see that if they put the same effort into activities they don't like as they do into the ones they do, their outcomes might be different.	
13. Acknowledge (and sometimes celebrate) when you see how a young person has grown or changed.	
14. Tell young people what you expect of them.	
15. Expect young people to do their best, but don't expect perfection.	

Providing Support Practices

Providing Support Practices	**I would like to use this practice more often or with more young people in the future**
1. Catch young people doing something right.	
2. Tell young people that their feelings are okay.	
3. Accept young people as they are.	
4. Help young people solve problems when they encounter barriers to their goals.	

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5. Offer information and practical help to solve a practical problem, or loan them something they may need.	
6. Show young people how to ask for help when they need it.	
7. Shift levels of support. Give more support when young people are struggling, and less when they are making progress. Step back as their skills and confidence build.	
8. Help young people find their own solutions, rather than just telling them what to do.	
9. When a young person needs help that you cannot provide, help her or him find a person or an organization that can help address the issue.	
10. Teach strategies for performing and learning under pressure.	
11. When young people get upset about something or when they have done something wrong, listen carefully and let them know that you understand their feelings before providing direction or discipline.	

Providing Support Practices	**I would like to use this practice more often or with more young people in the future**
12. Help young people find humor in both ordinary and challenging situations	
13. Show young people that it is often better to deal with a problem or conflict while it is still small in order to prevent it from becoming large.	

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Sharing Power Practices	I would like to use this practice more often or with more young people in the future
1. Ask for young people's opinions, especially on issues that affect them but also on ones that don't	
2. Work to understand young people's points of view when they share ideas or opinions.	
3. Let young people make decisions about activities you do together and what you talk about. Don't jump in too fast when they don't make quick decisions or think of things to talk about.	
4. When you can, offer choices ("So, what could you do differently to tackle this problem?"), rather than always giving instructions.	
5. Learn from young people—and show it. Young people have a lot to teach adults. Let them know when you've learned something from them that you're excited about.	
6. Include young people in thinking about decisions, even when you have to make the final call.	
7. When you disagree, take time to understand the young person's point of view.	
8. Ask young people for input on activities, assignments, projects, class content, and how they can show growth or proficiency.	
9. Provide opportunities for young people to lead programs based on their interests and values.	
10. Respect young people's need for privacy.	

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Sharing Power Practices	I would like to use this practice more often or with more young people in the future
11. Give young people a voice in decisions that will affect them.	
12. When young people ask you what they should do in a difficult situation, give them several options rather than a single answer.	
13. Apologize when you said or did something wrong.	
14. Ask young people to help you when you need assistance accomplishing a task or achieving a goal.	
15. Allow young people to make and learn from mistakes if making the mistake doesn't threaten their safety or their future.	

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Expanding Possibilities Practices

Expanding Possibilities Practices	I would like to use this practice more often or with more young people in the future
1. Let young people see you being yourself and encourage them to do the same.	
2. Listen for things young people are curious about, and then weave those topics into group or classroom discussions, informal conversations, or future activities.	
3. When young people seem curious about an activity, topic, or issue, ask questions such as, "What interests you about this?"	

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4. Introduce young people to a wide range of people, places, ideas, cultures, and vocations.	
5. Broaden the web of relationships. Connect young people to people who share their interests.	
6. Encourage young people to try things they might be interested in. Maybe even try it together.	
7. Demonstrate how what young people are learning or working on relates to their interests and to success outside of the school or program.	
8. Connect young people with educators, other young people, and community members who can explore with them areas of personal interest and strength.	
9. Model being a curious learner by asking questions and sharing what you're learning in your own life.	
10. Share articles, blogs, tweets, posts, or stories that you think young people will be interested in.	
11. Help young people learn more about their heroes.	
12. Help young people learn to do something that you love to do.	
13. Inspire young people to be creative.	

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